



Ready.
Resourceful.
Responsive!

NAVAL SUPPLY SYSTEMS COMMAND

FLEET & INDUSTRIAL SUPPLY CENTER SAN DIEGO

the **Network**

Volume 29 No.8 August 2004

Decision reached in FISC San Diego Retail Supply A-76 study

NAVSUP Public Affairs

The Naval Supply Systems Command, Mechanicsburg, Pa., announced that it will retain the retail supply operations at Fleet and Industrial Supply Center San Diego in-house. The decision is the result of a competitive study conducted in accordance with the Office of Management and Budget Circular A-76.

The retail supply function encompasses support services for warehousing operations, material handling equipment, foreign military sales, Naval Air Depot North Island resource centers, customer service and other unique industrial activity support services. FISC San Diego provides

retail supply services to the Navy Broadway Complex, Naval Base San Diego, Naval Base Coronado, Naval Weapons Stations Seal Beach and Fallbrook and the Naval Surface Warfare Center Corona.

The study included 254 civilian positions. The government's most efficient organization calls for a reduced workforce of 158 civilians and nine contract positions to accomplish the same work through planned efficiencies and technological improvements. The decision to retain the operation in-house was made after a detailed study indicated it was most cost effective to continue to perform the workload with government personnel.

Career employees adversely affected by the decision will be given maximum assistance in continuing their federal careers through reassignment to other positions in the Department of Defense or other agencies. Those employees will be assisted, in cooperation with the Department of Labor and State Employment Services, in locating positions within private industry or afforded opportunities to undertake retraining programs to qualify them for jobs available in local labor markets. In addition, Voluntary Separation Incentive Pay and Voluntary Early Retirement Authority information will be distributed to all employees for those wishing to pursue retirement options.

NFMT provides valuable training opportunity

Heather Paynter

FISCSD Public Affairs

Culinary Specialist 1st Class (AW) Rizal Ednalino is chopping carrots for chicken noodle soup - a task he has performed many times over during his 18 years of Naval service. But today things are different as the hustle of a hotel kitchen keeps him on his toes while he prepares for the noon meal.

Members of the Navy Food Management Team located at FISC San Diego, are giving Sailors a new outlook on their careers with upgraded

methods used to further educate and develop already well-trained Sailors.

Because of an internship program that was reintroduced in May 2004, selected culinary specialists, E-6 and below, study and train directly under local hotel and restaurant chefs to gain professional experience. Interns are exposed to all meal shifts and several catered events, giving them the tools and instruction to pursue a certification in culinary arts.

"This is a great opportunity to learn something from the civilian side,"



Photo by Heather Paynter

Ednalino prepares vegetables for the noon meal.

See NFMT page 11

Inside

- | | |
|---------|--|
| PAGE 3 | Farewell Flash from the Commander |
| PAGE 6 | Sailors provide feedback on career management tool |
| PAGE 7 | FISC Fitness Forum -- Tackling weight loss stress |
| PAGE 9 | NAVSUP launches improved Web site |
| PAGE 12 | Navy announces early transition option |



Admiral's Quarters

Time has flown by! An entire year has come and gone since Commander, Fleet and Industrial Supply Centers was established. Transformation has been challenging but we are making fantastic progress. While Phase I of the Naval Supply Systems Command Transformation focused on restructuring the enterprise with an eye to external customers, in Phase II we are examining our internal products and services processes and resource allocations.

Change is all around us—take note of the transfer of regional supply functions from Commander, Navy Installations, the realignment of certain industrial logistics operations from the Systems Commands, the stand up of a seventh FISC in Sigonella, Italy, our emerging products and services approach to understanding operating costs and missions, BRAC 2005, competitive sourcing (A-76) studies, and the new

National Security Personnel System. I could go on and on.

It was fortuitous that back in Phase I, RADM Dan McCarthy recognized the need for professional assistance with the human side of change. With that realization, the NAVSUP enterprise teamed up with Conner Partners, a leading consulting firm, and embarked on the voyage of Change Management.

Within COMFISCS we have been working on a “Manage Capacity” enterprise initiative. The intent is to build a process for decision makers to proactively manage major change capacity. In simple terms, this process will be accomplished by measuring both the capacity of the organization to adopt new change and the demand placed upon it by the major change projects currently underway. This process will focus on the human aspects of major change and the impact those changes are likely to cause on the workforce. The outcome will be a clear priority of major change projects and the proper allocation of resources towards accomplishing them.

The recent change capacity assessment gave us valuable information. That data is currently being compiled in a meaningful way to facilitate in-depth analysis. The



Manage Capacity team has also collected almost all of the data regarding demand caused by major change projects. That information will be used in conjunction with the capacity assessment data to shape priority and resource allocation recommendations to the command.

The COMFISCS leadership will create a roadmap for optimizing customer service through heightened efficiency and effectiveness. In going forward, we are taking into account the effect the changes will have on our workforce. You remain our number one priority, and we welcome your input and feedback as we tackle Phase II of our transformation.

The Network

The *Network* is an authorized publication published monthly for the employees of the Fleet and Industrial Supply Center San Diego and its sites.

Commander

RDML William A. Kowba

Executive Officer

CAPT Harry W. Davis

Technical Director

Mike Stames

Public Affairs Officer

Nannette Davis

Public Affairs Specialist/Editor

Heather Paynter

Public Affairs Specialist/Photographer

Kim Longstaff

The Network's editorial content is prepared and edited by the Public Affairs Office of FISC San Diego. Its contents do not necessarily reflect the official views of the U.S. Government, the Department of Defense, or the U.S. Navy, nor does it imply endorsement thereof. The editorial office is located in Bldg. 1, Fleet and Industrial Supply Center, 937 North Harbor Drive, San Diego, CA 92132. Telephone: (619) 532-3432. To submit articles, send e-mail to: heather.paynter@navy.mil. Visit our Web site at www.sd.fisc.navy.mil.



Photo by Paul Stuhler

COMFISCS celebrates first year

SKI (SW) Joss Zolina (FISCSD Sailor of the Year) and Ernest Wright, logistics support representative at Naval Base Point Loma, cut the cake on July 26 celebrating the first anniversary of Commander, Fleet and Industrial Supply Centers. The COMFISCS organization includes six supply centers with FISC Sigonella, Italy to be added in the fall.

Farewell Flash from the Commander

July 23, 2004, RADM Dan Stone relieved me as Commander, Naval Supply Systems Command. Time has passed quickly, but as I reflect on the challenges we have faced together and the resulting accomplishments, I find myself overwhelmed with a deep sense of pride in your achievements, and admiration for each and every one of you. It has truly been an honor and privilege to serve as your commander. We have seen dramatic change in the last three years.

We are a nation at war against a new and unpredictable enemy and our forces are deployed around the globe. Together, we have supported combat operations on two fronts and done so superbly, readiness has never been better. At the same time, we have transformed our enterprise and put in place initiatives that will generate over a billion dollars in savings to be invested in the recapitalization of our aging fleet.

What we have achieved over the last three years has been nothing short of spectacular and clearly deserving of special recognition. The award of the Meritorious Unit Commendation clearly did that. No team has been more deserving.

Several of my predecessors have presented individual awards to a select group of employees as an official recognition of command

accomplishment during their tenure. While that option was open to me, I have elected not to do so. I have made this choice for two reasons: (1) the recently awarded Meritorious Unit Commendation (MUC) stands as the most appropriate official recognition of our collective achievements as a team, and (2) my belief that those of us in leadership positions, from supervisor through commanding officer, are responsible to recognize our people as noteworthy achievements actually take place and through the normal awards process rather than in conjunction with a particular event such as a change of command.

The Meritorious Unit Commendation is rarely granted and seldom on the scale of an entire Echelon II activity. The award criterion requires that the recipient's achievements be extraordinary in nature and the result of the collective effort of an entire work force. You have without doubt exceeded those requirements and are truly deserving of this special recognition. Please accept my most heartfelt congratulations to each and every one of you. Wear this award with pride as I will as a member of this team...you have truly set an example in transforming our enterprise and delivering savings in support of our Navy's Sea Power 21 initiative.



RADM J.D. McCarthy

As I complete my tour as your commander, I do so with a tremendous sense of pride in this team. You have embarked on the journey. You are setting a new direction for NAVSUP, one that is providing a leadership role in our Navy's logistics support structure as well as in support of our Sea Power 21 vision. The future is bright. New opportunities are opening up daily, and I have no doubt that under RADM Stone's leadership you will continue to lead the Navy in logistics innovation, fully capitalizing on your progress to date. Rest assured, I will be watching and supporting your progress knowing that I too was once part of this superb team.

Thank you all for the tremendous work you are doing in support of our Navy and nation. Stay the course. You are making a difference.

Rules restrict political activity for DOD people

Donna Miles

American Forces Press Service

With election activity steadily picking up, defense officials remind members of the military and Defense Department civilians that they're subject to rules regulating their involvement in political activities.

Gone are the days when the military posted troops at the polls after the Civil War, an act that Steve Epstein, director of the DOD General

Counsel's Standards of Conduct Office, said intimidated many southerners into not voting. Today, Epstein said two sets of rules help protect the integrity of the political process: a DOD directive for active-duty service members and the Hatch Act for federal civilians. These rules keep the military out of partisan politics and ensure that the workplace remains politically neutral, he said.

That's not to imply that

military members and civilian employees can't participate in politics. Epstein said DOD encourages both groups to register to vote and vote as they choose, and to urge others to vote. Both groups can sign nominating petitions for candidates and express their personal opinions about candidates and issues - but only if they don't do so as representatives of the armed forces.

Also, all federal employees can make contributions to political

See Political page 9

Summer Pulse 2004: Supply centers keep carriers 'ready for sea'

LT Ron Flanders
FISCSD Public Affairs

This summer, the U.S. Navy flexed its muscles and conducted an operational test of the Navy's Fleet Response Plan. In an exercise called Summer Pulse 2004, the Navy dispatched seven carrier battle groups around the globe to demonstrate credible combat power. The exercise showed the world how America can bring its full combat power to bear in the form of six aircraft carrier strike groups ready to be deployed in 30 days or less and an additional two available inside of 90 days. This 6+2 concept allows the United States Navy to respond in full force to any crisis.

The Commander, Fleet and Industrial Supply Centers team provided support, with five of its FISCs getting the seven CVBGs "Ready for Sea." The exercise involved USS *Ronald Reagan* (CVN 76), USS *John C. Stennis* (CVN 74), USS *Harry S. Truman* (CVN 75), USS *John F. Kennedy* (CVN 67), USS *George Washington* (CVN 73), USS *Enterprise* (CVN 65) and USS *Kitty Hawk* (CV 63).

Four carriers - *Enterprise*, *Washington*, *Truman* and *Reagan*

departed from Norfolk and received support from FISC Norfolk's Logistics Support Center. FISC Jacksonville's piece of the pie was *Kennedy*, and her LSC handled the job of getting her ready for its Mediterranean deployment. FISC San Diego's LSC prepared *Stennis* for her RIMPAC deployment, and helped coordinate the last legs of *Reagan*'s round-the-horn trip to its new homeport of San Diego.

FISC Yokosuka and its LSC got the forward-deployed *Kitty Hawk* ready to go for her cruise, while FISC Pearl Harbor had the task of supplying *Stennis* during the RIMPAC exercise with more than 50 other ships in port requiring assistance from the LSC.

Since this surge deployment was planned, as opposed to the massive flex-ups that occurred after Sept. 11, it really did not put much of a strain on the LSCs. Still, the fact that the supply chain provided such exemplary service to seven carrier strike groups validates the Fleet Response Plan from a logistical standpoint.

This fall will see the opening of FISC Sigonella, Italy and a FISC Pearl Harbor detachment in Guam.

"Our FISCs and their LSCs do an outstanding job," said RMDL William



U.S. Navy Photo

Civilians and Reservists assigned to FISC Pearl Harbor guide a shipment to the pier during RIMPAC.

Kowba, COMFISCS. "They have consistently provided combat capability through logistics to the carrier and expeditionary strike groups deploying in the global war on terrorism. Whether it was the unplanned surge deployments of 2002, or Summer Pulse 2004, the supply network is in place. If tomorrow we have to deploy eight carriers at once, the FISCs will be ready for the job."

Navy releases E-7 advancement quotas

Chief of Naval Personnel Public Affairs

Competition to pin on the coveted anchors of chief petty officer will remain stiff but healthy, as advancement opportunity in fiscal year 2005 stays above 20 percent. Some 3,900 qualified first class petty officers will be selected for CPO from the board that begins deliberations June 28 in Millington, Tenn. Overall advancement opportunity to E-7 stands at 21.9

percent, only a 2.24 percent drop from the fiscal year 2004 advancement rate of 24.18 percent.

"This is just about where we want it," said Chief of Naval Personnel VADM Gerry Hoewing. "Being able to advance between 20 to 25 percent of your eligible candidates ensures you are making a quality cut of the very best leadership. With the Navy transforming to a more technologically adept, experienced and versatile workforce, we expect - and we want -

greater selectivity in who puts on khaki."

The number of Sailors competing for E-7 decreased by 99 to 17,778 this year and the quota fell by 422 from the fiscal year 2004 total of 4,323.

Advancement opportunity to chief has been on a decline since a high of 28 percent in 2002, but it remains well above that of the late 1990s, when advancement opportunity was routinely around 10 percent.

MCPON (SS/AW) Terry Scott noted that continued high retention and

See Advancement page 7

Navy strives to improve diversity through corporate partnerships

JO1 Teresa J. Frith

Navy Personnel Command
Communications

In an effort to recruit and advance men and women who are a reflection of America's diverse society, the Navy has teamed up with corporations in a new outreach program.

One of the Navy's plans to reach students of diverse backgrounds is through corporate sponsorships with prominent organizations that assist in presenting the Navy as a career option. Some examples of these minority organizations include the Mexican American Engineers and Scientists, the Society of Hispanic Professional Engineers and the National Association for Equal Opportunity in Higher Education.

"These groups offer us a way to speak to the students on what the Navy has to offer and help to put the Navy in the same light as corporate job options," said CAPT Mary McAdams, diversity advisor to Commander, Navy Recruiting Command.

The partnerships formed between these professional groups and the Navy aid both organizations by bringing candidates with diverse backgrounds to the Navy, while offering candidates benefits and services such as scholarships and mentoring. The organizations offer their endorsement to the Navy, and provide access to the students' resumes and provide the Navy preferred booth locations at their career fairs.

"Over the next five years, we want to continue to improve the Navy's diversity numbers," said McAdams. "In order to make an impact, we have to begin talking with young people in their freshman year

See Diversity page 6

RADM Stone assumes command of NAVSUP

NAVSUP Public Affairs

In a time-honored Navy tradition that was attended by more than 700 people on July 23, RADM Daniel H. Stone relieved RADM Justin D. McCarthy as Commander, Naval Supply Systems Command and 43rd Chief of Supply Corps. ADM Michael G. Mullen, Vice Chief of Naval Operations, officiated the ceremony and was the keynote speaker.

"This is a very joyous occasion," said Mullen. "NAVSUP and the Supply Corps are in terrific, terrific shape," he added, going on to say that McCarthy's leadership was pivotal to the success and efficiency achieved by these teams. Mullen presented McCarthy with a Distinguished Service Medal for his three-year tour. He called McCarthy "a true visionary" who helped to provide "unparalleled levels of cost-effective service to our warfighters...during an extraordinarily complex period."

In his remarks, McCarthy reflected on his tour and recognized the noteworthy collective efforts of the NAVSUP and Supply Corps teams in transformation of the enterprise. "These last three years have been the most exciting and rewarding of my career," McCarthy told the audience, "We have really turned ideas into results, and as I'm even more excited about our future." "We have an exciting future and I'm honored to be your new chief," Stone following these daunting if not new chief," Stone this position the men and women of the NAVSUP enterprise and Supply community."

Stone was formerly assigned as Director of Logistics and Engineering for North American Aerospace Defense Command and United States Northern Command, both headquartered at Peterson Air Force Base, Colo. A native of Pennsylvania, Stone was commissioned as an ensign upon graduation from Villanova University in 1971. At sea, he served as supply officer of the aircraft carrier, USS *Ranger* (CV 61), and the nuclear guided missile cruiser, USS *Long Beach* (CGN 9), and as the aviation supply officer aboard the aircraft carrier, USS *Constellation* (CV 64). He is qualified as a naval aviation supply officer. McCarthy has been confirmed for appointment to the grade of vice admiral and assumes the position of director for Material Readiness and Logistics, N4, Office of the Chief of Naval Operations, Washington, D.C.



RADM Dan Stone

"We have an exciting future and I'm honored to be your new chief."
RADM Stone

San Diego Sailors provide feedback on new career management tool

JO2(SW) Andrea J. Leahy

Navy Public Affairs Center San Diego

Researchers from Navy Personnel Research Studies and Technology, based in Millington, Tenn., visited San Diego April 30 to gather feedback from local Sailors on two new career management tools.

The new tools are called Fleet Rating Identification Engine (FleetRIDE), and Jobs and Occupational Interest in the Navy (JOIN).

According to Navy Personnel research psychologist William L. Farmer, Ph.D., the two tools have the potential to save a lot of time for classifiers and career counselors while saving a lot of heartache for current Sailors and new recruits.

"We are getting the opinion that people are very favorable to the tools," said Farmer. "Most of the consensus is that these tools will be very beneficial to those who don't have the breadth of knowledge they need (to make informed career decisions)."

Farmer explained that FleetRIDE is a Navywide database that brings together all the information a career counselor must submit when requesting rating conversions for Sailors. The database identifies a set of ratings a Sailor is qualified for and matches with the Navy's needs. JOIN is a computer program currently slated to help new recruits choose a rating. Navy leaders are considering expanding JOIN to work with FleetRIDE, allowing current Sailors, undesignated or looking to change ratings, the opportunity to log in to the decision-making aid.

"This will give every Sailor - or every potential Sailor - an index to let them know how interested they'd be in a particular job, without putting the responsibility on them to read [every information sheet]," he said.

During his visit to San Diego, Farmer and his military liaison, Chief Personnelman (SW) Edward Eller, conducted five focus group sessions at Naval Base San Diego. Sailors participating in the focus groups received a thorough explanation of JOIN and the chance to try it out.

One focus group participant, Parachute Rigger 3rd Class Matt L. Taylor, 31, of Helicopter Anti-Submarine Squadron Light (HSL) 41, said he thinks JOIN could have a definite benefit for inexperienced Sailors, especially undesignated seamen, airmen and firemen, who haven't had many chances to see ratings that exist outside their commands.

"Any tool that's going to open Sailors' eyes to further opportunities isn't going to hurt anybody," Taylor said. "It's going to be beneficial to most [of us]."

Taylor's HSL-41 colleague and fellow focus group participant, Parachute Rigger 3rd Class Ben H. Steinkamp, 22, also said he saw a lot of potential for JOIN.

"It's nice to know that incoming Sailors are going to have more advantages than I had," he said. "When you enjoy what you do, you take pride in what you do and you tend to stay out of trouble."

Farmer agreed that JOIN has the potential to bring greater job satisfaction to many Sailors in the future by placing them into the right jobs. He also said FleetRIDE, the conversion administration tool, is already increasing job satisfaction for classifiers and career counselors.

"The first thing that smacks them right in the face is, 'This is going to make my job so much easier...now I can spend my time doing what they pay me to do...talking to people.'" Unlike JOIN, which is still being considered for use in the fleet, FleetRIDE is already in use on some

ships and at some shore commands Navywide. It's slated to become the standard tool career counselors use to convert Sailors from one rating to another. Farmer said by consolidating data, FleetRIDE will save career counselors hours of legwork. It will also work to prevent mistakes in conversion packages that lead to automatic disqualification by the enlisted community managers who review conversion requests.

Farmer said he predicts the additional customer service time FleetRIDE frees up for career counselors and classifiers will lead to greater satisfaction for the Sailors and recruits who are their customers. "[Customers] will feel like the Navy really cares about them as people and not just as somebody filling a billet," he said.

Farmer stated that FleetRIDE should be implemented Navywide by October, but is still undergoing field-testing. Currently, San Diego-area career counselors are participating in the test on USS *Belleau Wood* (LHA 3), USS *Valley Forge* (CG 50), USS *Comstock* (LSD 45) and USS *Nimitz* (CVN 68), as well as at North Island's Helicopter Anti-Submarine Squadron (HS) 6.

Diversity

continued from page 5

of high school and continue working with them through college. Part of the problem is getting the word out on the programs that are available to help minority students grow as leaders and pay for their education."

Through these partnerships and other programs, the Navy seeks new ways to invest in the strength of America's diversity and make the Navy a place where every Sailor and civilian can prosper and contribute to mission readiness, no matter who they are or what type of background they come from.

Healthy eating, exercising key to losing, keeping off weight

SK2 Lorenzo Hill
FISCSD SIMA

Diet and exercise routines are losing the battle with the fad diets. We all know which ones are the popular ones...we see them on TV all the time. It seems that everyone has tried something out of the weight loss guru books or the infomercials. Many people dismiss the warnings because they know someone or heard of someone who has dropped a significant amount of weight while on a fad diet. To lose weight, you must burn more calories than you consume. If you are a big eater, you must exercise just as hard or harder than the next person.

What makes losing weight so hard?

Society is set up so that it's easy to gain weight. Cars, elevators, and other means of transportation, other than walking, are contributing to the cause of gaining weight. Also, high calorie foods and fatty foods are culprits. To make a change, you must take a stand. Apply the "eat less-exercise more" method of weight loss. Eating too many calories, whether from carbohydrates, fats or proteins, leads to weight problems. Carbohydrates eaten in moderation don't cause increased insulin levels or obesity as many of the current fad diets claim.

What are the worst aspects of fad dieting?

There are two main reasons for losing weight, both of which are valid—to improve your health and for cosmetic reasons. You can lose weight on different diets, but it may not be healthy in the long run. Many fad diets advise cutting back on carb intake and they include very few grains, fruits and veggies. There's a ton of evidence that increasing grains, fruits and veggies is good for health and for prevention of

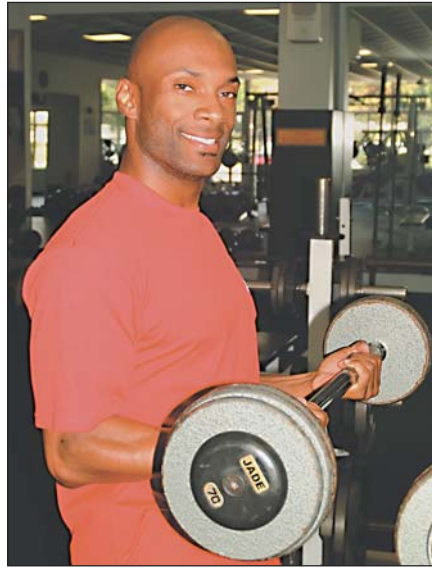


Photo by LT Ron Flanders

SK2 Lorenzo Hill

diseases like cancer. On a fad diet, even if you lose the weight, you may not improve your long-term health. Most people can't stick with these diets and they end up back where they started. Most people go off of the diet and gain their weight back.

Are you frustrated with losing weight?

Take a close look at what you are doing. Most people underestimate the number of calories they eat by around 20 percent, more if they are overweight. On the other hand, they overestimate their physical activity. It's not intentional; it's that we are not good judges.

I recommend an individualized approach. For instance, a person may have physical problems that prevents him from doing much activity, so we have to look more at the diet. Others think they have to overdo it on the training. Instead of doing that, I suggest parking further away from the store. Rather than thinking, "I have to go on a diet," approach it in a more positive manner and make it enjoyable. Focus on the process instead of the end result. Make the trip fun, not the destination.

Remember, it's not "rocket science." Make weight loss fun by doing active things that you enjoy and by eating foods that are healthy for you, and you will have fun reaching the destination of your dreams.

Editor's Note: E-mail your fitness questions to SK2 Hill at lorenzo.hill@navy.mil.

Advancement

continued from page 4

the Navy's ongoing efforts to properly shape the force by reducing unnecessary workload and billets play a significant role.

"This is reflective of the fact we're becoming a more competitive work force," he said. "Our advancement system is vacancy driven, and when you combine our great retention, sharp competition and eliminating unnecessary billets, it leads to fewer vacancies. We're raising the bar - the Sailors who are selected as chief petty officers, the leaders in the chief's mess, will truly be our front runners."

Yeoman (submarine) showed the best overall advancement opportunity at nearly 70 percent. Other rates with improved advancement opportunity include master-at-arms, which grew from 44.4 percent in the last cycle to 50 percent this cycle, and machinery repairman, which experienced a jump of more than seven points from 15.5 percent to 22.8.

Ratings that saw some decline in advancement opportunity include operations specialist, down 15 points this cycle to 22 percent, boatswain's mate, which saw a decrease of four points to 44 percent, and electronics technician with a decrease of six points from last year's opportunity of 30 percent.

A full list of E-7 advancement quotas is available at www.bupers.navy.mil under Advancements.

COMFISCS News Briefs



CAPT Ross takes helm at FISC Norfolk... CAPT Timothy Ross (left) relieved CAPT Loren Heckelman as commanding officer of FISCN at a change of command ceremony held July 7. Ross, a native of Kansas City, Mo., has served in a variety of sea and shore duty assignments. He most recently served as the director for Business Management, Logistics Operations for the Defense Logistics Agency. Ross earned a bachelor's degree in business administration from the University of Missouri and a master's degree in management from the Naval Postgraduate School. He is qualified as a Naval aviation supply officer and a surface warfare supply officer.

FISC Norfolk Ocean Terminal NDTA award winner... The FISCN Ocean Terminal was awarded the National Defense Transportation Association Military Unit Award for 2004. NDTA recognizes the most outstanding military transportation units, both active and Reserve components from each service, that have made exemplary accomplishments in logistics. Winners will be presented awards Sept. 13-15 in Milwaukee, Wis.

CAPT Bronson becomes FISC Pearl Harbor's commanding officer... On July 30 CAPT Bob Bronson (right) relieved CAPT Steve Olson as FISC PH's commanding officer. Born in Chicago, Bronson has served in the Navy for 22 years, much of it at sea. He served tours aboard five ships including two aircraft carriers. Bronson has a bachelor's degree in finance from the University of South Florida, a master's degree in business administration from the Florida Institute of Technology and a master's degree in resource management strategy from the Industrial College of the Armed Forces.



FISC Pearl Harbor provides logistics support for RIMPAC... Rim of the Pacific, or RIMPAC is a joint military exercise designed to enhance tactical capabilities, improve readiness and efficiency and foster cooperation between nations. RIMPAC 2004, which ran from June 29 to July 27, involved 35 ships, seven submarines, 90 aircraft, and 11,000 military personnel from Australia, Canada, Chile, Japan, the Republic of Korea, the United Kingdom and the United States. Held every two years, RIMPAC takes place in the waters off Hawaii, and FISC Pearl Harbor is a major provider to the many participating commands. Until the last ship raises anchor, FISC Pearl's workload undergoes a significant increase, particularly for those folks - such as longshoremen, materials handlers, fuel and mail employees and logistics support center personnel - who are on the front lines of customer service.

Increased numbers of Naval Reserve personnel are also on hand to help FISC meet the surge in workload. Although this year, FISC PH found itself facing the demands of RIMPAC with the smallest workforce in its history, BZs for its efforts began arriving early in the exercise. And when the last ship set sail for home, FISC PH could be satisfied that it had continued its tradition of providing exceptional service as "the concierge of the Pacific Fleet."



A pair of tugs muscle the nuclear aircraft carrier USS John C. Stennis (CVN 74) into FISC Pearl Harbor's Hotel Pier. Moored just beyond Stennis is the amphibious assault ship USS Tarawa (LHA 1). After participating in Exercise Northern Edge in the cold Alaskan waters, Stennis and her battle group set a course for due south and steamed for Hawaii. Her June 21 arrival marked the beginning of RIMPAC.

NAVSUP launches improved home page

NAVSUP Public Affairs

The Naval Supply Systems Command has redesigned its public Web site home page to help visitors better navigate through web-based logistics and command information resources.

The redesigned NAVSUP home page, <http://www.navsupsup.navy.mil>, presents a new look and feel while maintaining the similar functionality and accessibility of NAVSUP's original Web site.

Located in the upper right-hand corner of the home page, user-friendly drop-down links provide site visitors quick access to organizational and activity-specific information. The drop-down lists contain links to all NAVSUP's organizational areas and field

The home page also features an expandable content area allowing the flexibility to add a variety of information. This feature affords NAVSUP the capability of making important and critical information more readily available to site visitors. NAVSUP's news and headlines now appear in a scrolling news ticker in the upper left side of the home page.

Recent news articles scroll one at a time through the news ticker window. Users have the ability to select the article from the news ticker to read the full news item. A "Corporate Communications" icon has been added to the center right. This allows the site to offer user-friendly access to important information, including photos, videos, fact sheets and breaking news.

New personnel system to add efficiency, satisfaction

Donna Miles

American Forces Press Service

The new National Security Personnel System will improve the working environment within the Defense Department while creating a more satisfied, more productive workforce, Navy Secretary Gordon England said July 7 at a town hall meeting at the Pentagon. "That's what this is about: great job satisfaction," England told his audience of Pentagon workers and Web and Pentagon Channel viewers. "We want everybody to go home every night and brag about the great job they accomplished that day. That is what we are trying to accomplish."

Congress authorized the new personnel system as part of the fiscal 2004 National Defense Authorization Act. It will introduce sweeping changes to the way the department hires, pays, promotes, disciplines and fires its 700,000 civilian workers, doing away with antiquated practices England said have bogged down the department for decades. For example, the new system will consolidate nine separate personnel systems that now govern Department of Defense civilian workers. England said streamlining these systems into one "will make it easier to manage and certainly better for our employees."

Responding to questions from the Pentagon audience and emails from as far away as Hawaii, England explained that the system will include faster procedures for hiring new workers, pay based on performance rather than tenure and "pay bands" to replace the current general-service pay scale.

Details of the new system are still being worked out, said England, who was tapped by Defense Secretary

Political

Continued from page 3

organizations or candidates. Beyond that, the list of dos and don'ts differs widely depending on whether the employee is an active-duty service member, a rank-and-file civil service employee, a political appointee or member of the career Senior Executive Service, Epstein said. Of all DOD employees, the men and women in uniform have the most restrictions regarding political activity, he explained. A 1993 revision to the Hatch Act freed most civil service employees to engage in political activities outside the workplace that were once forbidden, although many restrictions still apply.

For example, service members as well as government civilians can attend political meetings or rallies. Military members can attend only as spectators and not in uniform. They're not permitted to make public political speeches, serve in any official capacity in partisan groups, or participate in partisan political campaigns or conventions.

On the other hand, civilian employees governed by the Hatch Act may be active in and speak before political gatherings, or serve as officers of political parties or partisan groups. They also are permitted to manage campaigns, distribute literature, write political articles or serve as a spokesperson for a party or candidate.

Military members generally aren't permitted to campaign for a political office. Civilian employees are as long as it's a nonpartisan election.

While the dos and don'ts concerning political activity may vary, Epstein said the basic rules hold true for all DOD workers. They can't use their position to influence or interfere with an election. And they can never engage in political activity on the job, in a government vehicle or while wearing an official uniform.

See Personnel page 13

MAX UNLEASHED

Hi there friends and neighbors! I trust ya'll have had a great 4th of July and are now looking forward to the next big barbeque weekend—Labor Day. I know I am. The eats were pretty good this year!

I was out on assignment doing some crane operations (yes, I had my hard hat on) with Hernando Gomez, one of my buddies here, and I got to wondering about this column. I bet ya'll would like to know how I dig up the "dirt" I dish out each month. You probably say to yourself, "How does he communicate with the "farmers" down at the Fuel Farm and how do they know what ol' Max is thinking?" Well, that's a good question. You dog parents will want to pay close attention to this one; it's going to be a big help to you. (Note to cat parents: Sorry, but I will have to outsource this one for you, as I am not bilingual!)

Just like you, we canines **do** talk. Oh there are differences depending on what your family breeding is but, for the most part, we send messages in pretty much the same way. You can tell how we are feeling by paying attention to the way we stand, move or heck, just take a look in our eyes.

Those are the ones that are real plain and clear, but some of our signals are not so easy to read. So I'm going to give you a short lesson in canine communication or, as I like to call this segment, "Man is from Mars, Dogs are from Pluto." Shall we begin?

Barking—The main form of communication. We bark for lots of reasons. We may be having fun, need attention, are upset or just trying to let you know that somebody we don't know is outside and you should check it out. How to tell the difference? Listen to the tone and the pattern of

the bark. Just like a baby has different cries, dogs have different barks too.

Chewing—Nothing like a good bone to gnaw on every now and then. It's part of our natural makeup, but when you see one of us chewing up the slippers you got for Christmas, something is wrong. We are either bored or nervous about something. Try more exercise or a good rawhide bone. And oh yeah, keep the slippers in the closet!

Leaning—That's how we say, "Hey how are you doing today?" Sometimes it means I need a good head scratching, so look into the eyes and see what the message is!

Smiling—Yes, we do smile! Retrievers are great smilers. They curl their upper lip when they're having a good time. Malamutes are good grinners too; it just takes a good joke to get it to appear.

Muzzle-wraps—That's the canine handshake. Make sure they are doing it without using their teeth though. With teeth it means...oh, let's just say ouch!

Yawning—We are stressed about something. Come on over, talk to me, scratch my head and all my stress will disappear and so will my yawns.

Getting to know your canine friends is just like getting to know your human friends. It all comes from spending time with them and learning to read their signals. Dogs are pretty straightforward. We don't know how to send mixed messages but each of us has our own little lingo depending on our background.

So friends, when translating 'dog speak,' keep these tips in mind and



Max fills us in on the finer points of dog communication.

you should have some great conversations. I can speak for the gang here and say that we are on the same page when it comes to communicating. I understand what they want from me and they understand what I need; most times even before I ask! Yep, it's a real give and take and isn't that what it's all about anyway?

Have a good one! Until next month....Max signing out!



Editor's Note: If you have a question or comment for Max, go to either the FISCSD Extranet (log on using your PKI) at <https://www.sd.fisc.navy.mil> and click on the Employees Questions/Comments link in the upper left-hand corner of the home page. Or log onto the FISCSD Internet site at <http://www.sd.fisc.navy.mil> and at the bottom of the page, click the gray bar marked "Contact Us." On either site, just complete the form and fill in the message box with "Dear Max" then hit "Submit."

RADM Ted Walker receives first Navy Supply Corps Lifetime Achievement Award

NAVSUP Public Affairs

RADM Edward K. "Ted" Walker was presented with the first ever Navy Supply Corps Lifetime Achievement Award during the closing banquet of the 50th Anniversary Celebration of the Navy Supply Corps School in Athens, Ga..

The 35th chief of Supply Corps and former Commander, Naval Supply Systems Command, Walker served the Navy for 34 years before retiring in 1988. He is best known for his close association with the Navy's operating forces, particularly the submarine force, and as the 35th Chief.

In making the presentation, RADM Justin D. McCarthy, 42nd Chief of Supply Corps, said, "Ted was well known for his proactive focus on our people and the health of our Corps. He was one of the most visible chiefs in our Corps' history. He always considered the well-being of our officers, enlisted personnel and their families as his top priority."

Since retiring from the Navy, Walker has served as President of the Navy Supply Corps Association and later the Navy Supply Corps Foundation from 1994-2000. During

See **Award** page 13

NFMT

continued from front page

said Ednalino who is fulfilling his internship at the Radisson Hotel in Mission Valley. With plans to continue in the food service industry following retirement, the program is giving him a chance to experience opportunities available outside of the Navy.

Senior Chief Culinary Specialist (SW) Russell Paje of the NFMT



Occupation: Administrative yeoman.

Birthplace: New York City.

I graduated from: Great Neck High School in Long Island.

I joined the Navy because: I wanted a better way of life.

Hobbies: Church, reading, spending time with my family.

Pet peeve: Rude people.

If I could change something, I would: Adopt foster children.

My secret to success: Working hard and keeping a low profile.

If I could do it over, I'd: Constantly thank my parents.

I'd give anything to have met: Former President Ronald Reagan.

I've never been able to: Thank my mother enough.

The one thing I like best about myself: My faith and beliefs.

I am most proud of: My children.

My most embarrassing moment: When I came back from overseas and I couldn't figure out how to work my debit card.

coordinates quotas and screens applicants, a selective process for a program that is currently filled through September with a waiting list of 15-20 standbys.

"We do not want just anybody," Paje said. "We want hard-charging Sailors who will represent the Navy well and make it a win-win situation for the Navy and the facility."

The selection process begins with a local message from the NFMT requesting nominations for motivated and accomplished Sailors to complete the two-week internship. While at the restaurant or hotel, the intern carefully details all on-the-job experience in a workbook and lists every task performed to ensure he or she is gaining the appropriate skills.

Participants train at the Radisson Hotel or Loew's Coronado Bay

Resort, but Paje is working on several other potential sites that would enable the program to grow further. Since May, 19 Sailors have completed the internship with a handful of graduates hired to work part-time for hotels.

Radisson's food and beverage director Greg Guthrie praises the program that brings qualified food specialists to contribute to day-to-day operations. "It helps us out with work around the kitchen and the chef works very closely with (the interns)," he said. "They have been very professional."

According to Paje, the world is constantly changing and it is essential that Sailors continue to develop professionally in and out of the Navy. "This program gives them better preparation and a better outlook for a future career."

Military ethics show responsibility, respectability

JOSA Cara Maglione

Naval Station Rota Public Affairs

Naval Station Rota Spain continues the Navy's push for ethical behavior through general military training, plan of the day notes and nearly any other means to communicate the message to Sailors serving overseas or visiting during a port call.

"We are held to a higher standard, and it is important that we live up to that standard in order to demonstrate our credibility to the tax payers and keep our focus on the primary mission," said LCDR Adrian J. Rowe, ethics advisor and staff judge advocate for Naval Station Rota, Spain.

Government ethics is taught as general military training to all service members within one year of active duty enlistment, and to some annually depending on their positions within the government. Ethics violations come in many forms. It might be something as

seemingly innocuous as using a government vehicle to run a private errand to something as serious as intentionally attempting to influence the selection of a certain contractor in exchange for a kick back. "It is a very broad subject," said Rowe.

One factor to look for is whether taxpayers' money is being used to pay for a government employee's personal benefit. The unauthorized use of calling long distance is a common example.

"There are people who violate the ethics rules every day and they don't get caught. Unfortunately, the lack of enforcement builds up 'a tolerance' for ethics violations," according to Rowe.

Another factor to look for is if there is a real possibility that a federal employee may gain or lose as a result of the developments and/or resolution of the matter, according to Rowe.

"You're not meant to profit from your government position,"

said Rowe. "A lot of [service members] are in positions to affect the way that taxpayer dollars are spent. We buy supplies, we approve projects, et cetera. We're not allowed to personally gain from that."

Another ethics rule of thumb is to stay loyal to the government when making decisions as a government employee. "As government employees, we should seek to minimize the amount of taxpayer money we spend, and maximize the value we get," said Rowe.

Following the ethics rules is unquestionably a good idea, according to Rowe. Ethics violations can be similar in effect to a DUI.

"You can be fired, you can lose your job, you can lose your career — all over that \$5 phone call," said Rowe. "It's much easier just to pay the five dollars and not have to worry about it, just like getting a cab if you've been drinking."

Navy announces FY-04 Early Transition Program

Chief of Naval Personnel Public Affairs

Sailors interested in leaving the Navy before the end of their active obligated service (EAOS) will get another chance this year under a second installment of the Early Transition Program.

The program, announced this week in NAVADMIN 151/04, allows Sailors with an EAOS in fiscal year 2005 the opportunity to separate. Like last year's program, it is strictly voluntary and applies to Sailors in most skill sets. But this time around Sailors will be allowed to separate up to 12

months early, as opposed to the six months early out offered last year.

"For Sailors with impending educational or civilian career plans, this program could offer just the extra time and opportunity they need to get started on a new life," explained Vice Adm. Gerry Hoewing, Chief of Naval Personnel. "I am delighted that this great retention we are continuing to experience has allowed us to offer the program again this year."

Sailors of any rating (including non-designated Sailors)

are eligible except for the following:

- Sailors under a Selective Reenlistment Bonus or in a rating/NEC [Navy Enlisted Classification Code] eligible for SRB reenlistment.
- Sailors in the SEAL/EOD/Diver/SWCC programs.
- Sailors in nuclear ratings.

Sailors can begin submitting requests immediately via the chain of command to Navy Personnel Command. All separations under this program must be effected by Sept. 15.

Award

Continued from page 11

this period, the foundation's portfolio of investments experienced sustained growth from just over \$2 million to more than \$3.5 million, and awarded more than 430 scholarships valued in excess of \$950,000 to deserving dependents of our supply community.

Additionally, in 1995 he was instrumental in organizing and directing the celebration of the Supply Corps' 200th birthday, including the enormously successful birthday reunion at the Navy Supply Corps School. Additionally, in 1995 he was instrumental in organizing and directing the celebration of the Supply Corps' 200th birthday, including the birthday reunion at the Navy Supply Corps School.

Even today he regularly attends changes of command, retirements, and promotion ceremonies; Supply Corps birthday balls; Springfests and more.

He was a member of the board of directors and treasurer for the United States Navy Memorial for over 15 years and served 15 years as a member of the Vinson Hall Board of Directors, which operates a retirement community for members of the sea services and is currently serving as its president. He has also remained a long-time supporter of the United States Naval Academy Alumni Association, and currently serves as a trustee of the association.

The lifetime achievement award was created to recognize that small group of Supply Corps retirees who not only complete successful careers as Supply Corps officers, but also go on to dedicate a significant portion of their post-military careers to supporting our Corps in retirement.

Nominees must have served as a Supply Corps officer in either the regular or Reserve component for a period of at least 20 years and have been retired for a minimum of 10 years to be considered for selection.



Carolyn Wright is the Commander, Navy Region Southwest hazardous material management program manager. The HAZMAT program currently supports 13 bases across the region with members overseeing activities to ensure services are not only efficient but also comply with safety and environmental requirements. Her job entails several other responsibilities including inventory management and HAZMAT reutilization efforts.

Wright was born in St. Louis and began her 33-year civil service career as a summer/student aide while attending high school. She has worked in the HAZMAT field since 1992 and graduated from The University of California San Diego's environmental management program.

"I recently graduated from the NAVSUP (Naval Supply Systems Command) corporate management development program and completed the e-commerce management certificate," she said.

In her spare time she enjoys sewing and gardening and plans to begin an online contracting class next month.

"I feel truly blessed by the opportunities civil service has provided," Wright said. "In the last twenty years I've worked in Adak, Ala., and a total of seven years in Japan."

Personnel

continued from page 9

Donald Rumsfeld earlier this year to put NSPS into place. He added that valuable input has come from a variety of pilot projects, which he called "learning exercises to make sure we've got it right before we start."

By the year's end, England said he expects to publish in the Federal Register proposed regulations for the new civilian human resources, labor-management relations and employee appeals and grievance systems. The first DOD civilians are expected to come under the new system in summer 2005, and DOD will phase in the system for the next three years, through late 2008, England said.

Despite these projected timetables, England stressed that the implementation will be event-driven, not time-driven. "When we are ready we will do it, and not before," he said.

He acknowledged that putting the new system into place while continuing DOD's mission will be a bit of a challenge. "It's a little like maintaining an airplane while it's flying," he said. "The process has to be thoughtful and reasonably measured."

He said the new system, when fully in place, will benefit employees while making the department better able to respond to the challenges ahead, including the terrorism threat.

The result England said, will be "a system that best represents our most valuable asset: our people."

Happenings around FISC San Diego

Welcome aboard to these FISC faces



Photo by Kim Longstaff

Esperanza Delatorre is working in the COMFISCS comptroller department as a budget analyst. Her hometown is Payson, Utah.



Photo by Paul Stuhler

DKCS(SW) is a new member of the ATM-at-Sea/Navy Cash Program Fleet Support Group San Diego. His hometown is San Diego where he has lived off and on for a total of 24 years.



Photo by Kim Longstaff

Jacquie Todd serves as One-Touch Program Manager in the COMFISCS Program Management Department. Her hometown is Durham, N.C.

Bravo Zulu message

Tito Escoto, Bernie Cuenco, Ed Laguna, Rico Baul, Rene Biyo, Jerry Banang (Code 122) and **Teofilo Garcia** and **William Cording** (Code 112) for outstanding support to the USS *Peleliu* during her preparation for and execution of INSURV 2004.

Military Outstanding Volunteer Service Medal

SK1(SW) Anthony L. Hinds

Selection as a member of the Acquisition Professional Community

LCDR Tiffany Ann Schad
CAPT Michael R. Schesser

Retirement

Thomas B. Stone after 40 years
Ralph E. Ronco after 14 years
Glenn E. Brown after 24 years

Participation in the NAVFAC 2004 Performance Management

and Assistance Program workshop

Michael Perrier, Code 020
Michael Nye, Code 210

Letter of Appreciation

Charles G. Kreysa, Code 50, for assistance in creating the Echelon III brief presented to RADM McCarthy on May 6.

Mike Perrier, Code 20, for participation in NAVFAC PMAP workshop

Tammy Sanchez, Code 200; **James Browley**, Code 240; **Brian O'Donnell**, Code 240; **Marie Lopez-Cordero**, Code 210; **Robert Primrose**, Code 210 and **Yolanda Gapunay**, Code 053 for support with events surrounding the funeral of former President Ronald Reagan.

Meritorious Service Medal **CDR Eric L. Glaser**

Navy and Marine Corps Commendation Medal

DKCS(AW/SW) Nilo S. Nunez
LCDR Tiffany A. Schad
LT Cielo I. Almanza
LT Ronald Flanders

Navy and Marine Corps Achievement Medal

LT John S. Bramblett
SK2 Mathouchanh Srioudom
IT1 George Castillo
SK1 Guillermo Medina
SK3 Ray Torres
SK1(SW) Anthony Hinds
JO1 Jessica Bailey

Special thanks

To the **Norfolk ISSOT team** for outstanding professionalism in support of the physical inventory of material, relocation and consolidations and redistribution of excess material to other DOD agencies from **Adam Mack**, senior logistics manager for COMNAVAIRLANT.

Pictures, pictures, pictures

Household goods team helps USS Reagan families, others during peak moving season



Photo by LT Ron Flanders

Members of the Personal Property Shipping Office pose with their "Bravo Zulu" certificate presented to them by RMDL William Kowba, COMFISCS at the PPSO workplace celebration. Kowba was there to praise the team for their stellar work in support of USS Ronald Reagan and their efforts in the peak summer moving season.

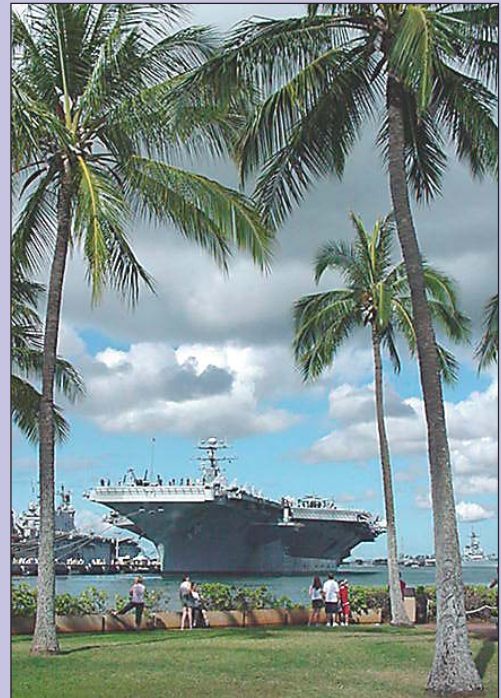


Photo by Jim Murray

Visitors to the Arizona Memorial during the first week of July were treated to the sight of the USS Stennis (CVN 74) moored at FISC Pearl Harbor.

Great work!



Photo by Paul Stuhler

Rey Paulino from Code 112 received a letter of appreciation from CDR Henry D. Angelino, commanding officer of USS Germantown (LSD 42) on July 16. Paulino was cited for providing outstanding logistic support and customer service in support of operations Enduring Freedom and Iraqi Freedom.

Congratulations



Photo by Kim Longstaff

(L to R) LCDR Tiffany Schad, LT Ron Flanders, JO1 Jessica Bailey, CAPT Michael Schesser and LT Cielo Almanza received awards July 26 for outstanding achievement.

FISC employees were honored with letters of appreciation July 12 in recognition of their support with events surrounding the funeral of former President Ronald Reagan. (Names of recipients are found on page 14.)



Photo by LT Ron Flanders

The Back Page

FISC San Diego Training Calendar for September 2004

To enroll in any of the following classes, call (619) 532-2038 (DSN 522) or send an e-mail to FISCSD_training@navy.mil. Supervisory approval is required.

For more information on training courses and programs, online learning, and your training record, log on to the Extranet at https://extranet.sd.fisc.navy.mil/training_set.html. These classes will be held at the Navy Broadway Complex.

The New One Minute Manager

Sept. 9, 8 a.m.-4 p.m.

Bldg. 1, 3RD floor, Eagle Room

Using DLA Customer Logistics Data and Webcats

Sept. 8, 8 a.m.-4 p.m.

Bldg. 1, 3RD floor, Synergy Center

Balancing Work and Life Issues

Sept. 23, 8 a.m.-4 p.m.

Bldg. 1, 3RD floor, Eagle Room

On this day...

Aug. 4, 1947 -- Naval Medical Service Corps established.

Aug. 19, 1916 - Naval Reserve Force established.

Aug. 22, 1912 - Navy Dental Corps established.

NAVSUP Corporate Communications

NAVSUP Public Affairs

Do you know where to get the information you need? Do you know where to put the information you want to share? There is a lot of information available but sometimes it's hard to decipher where to put it and where to find it.

Over the past year, our web-enabled communication vehicles have increased. Naval Supply Systems Command is primarily using three Web capabilities to communicate. They include the NAVSUP Public Web site, MyNAVSUP and Navy Knowledge Online.

The NAVSUP Web site is publicly accessible. It contains general information/news about the NAVSUP enterprise and its products and services. The NAVSUP

Public Web site is located at <http://www.navsupsup.navy.mil>. Enterprise content managers maintain their respective areas on the NAVSUP Web site. One example of information available is the Naval Logistics Library. The NLL is located on the NAVSUP public Web site and is a repository for instructions, publications, forms, etc. Questions about the NAVSUP public Web site may be sent to navsuphqpa@navy.mil.

MyNAVSUP is the NAVSUP secure employee Intranet. It is accessible by military and civilian employees and sponsored contractors assigned to NAVSUP field activities and headquarters. MyNAVSUP contains employee and site-specific information—everything from news to human resources policies/regulations and business tools to current events.

MyNAVSUP is located at <https://knowledge.navsupsup.navy.mil>. Employees need a DOD PKI certificate to access MyNAVSUP. Directions for

obtaining a PKI certificate are located on the login screen. Content managers from each field activity maintain MyNAVSUP. Questions about MyNAVSUP can be directed to npi.cm@navy.mil.

Navy Knowledge Online is a secure Navy Intranet. It focuses on Navy career development and knowledge sharing and is accessible by all Navy military and civilian personnel as well as sponsored contractors. NKO is a great place for team information sharing and collaboration. A NAVSUP page has been established under the pages/organizations section. Within the NAVSUP section, work teams have

created subsections.

NKO is located at

<https://>

www.nko.navy.mil.

It is user ID and

password protected. Directions for obtaining a user ID and password are located on the NKO home page. NAVSUP groups interested in creating a subsection in NKO should e-mail Rich Jackson at richard.s.jackson@navy.mil. In addition to web-enabled communications vehicles, NAVSUP produces numerous print/electronic communications.

The Navy Supply Corps Newsletter is a bimonthly professional journal for the Navy Supply Team and provides readers with a variety of features depicting the latest supply practices and procedures, updates on what's happening at the Navy Supply Corps school in Athens, Ga., retirement and medal announcements, obituaries, and news of interest to the enlisted community. It is distributed to Navy Supply Corps officers, supply E9s and E8s, NAVSUP GS-13s and above and Navy customer commands.

